

Human Rights Statement

At Herbalife, our first and most important value is to do what is right. For over 45 years, we have helped people live their best lives, and that begins with respecting the human rights of all stakeholders across our operations and value chain: our employees, the people who work across our supply chain, our Independent Distributors, and the communities where we operate. This statement explains how we put that commitment into practice.

I. Our Commitment

We believe every person, everywhere, has the right to live and work with freedom and dignity. We are committed to respecting internationally recognized human rights throughout our operations and our global value chain.

Our approach is informed by internationally recognized human rights standards, including:

- The United Nations Guiding Principles on Business and Human Rights (UNGPs)
- The United Nations Universal Declaration of Human Rights (UDHR)
- The International Labor Organization's Declaration on Fundamental Principles and Rights at Work (1988), as amended in 2022
- The OECD Guidelines for Multinational Enterprises on Responsible Business Conduct (2023)

This commitment is owned by management, and our Sustainability Committee of the Board oversees our social and environmental strategy and receives regular updates on our progress.

II. Who This Statement Covers

This statement applies to our employees through our Employee Code of Conduct, which guides our employees in their daily work; our suppliers, through our Supplier Code of Conduct, which sets our expectations for suppliers and the workers in their operations; and our independent distributors through our Distributor Rules of the Road. Together, these set a consistent standard across three groups:

- **Our workforce:** the people we employ around the world
- **Our supply chain:** the workers employed by the suppliers, manufacturers and partners who help bring our products to market
- **Our Independent Distributor community:** the independent businesspeople who represent Herbalife

Anyone in any of these groups, and members of the public, can raise a concern through the channels described in Section VI.

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Our Workforce

We are committed to a workplace built on dignity, fairness and respect. For our employees, this means:

- **Equal opportunity and non-discrimination.** We prohibit discrimination, harassment and retaliation on the basis of any characteristic protected by law in the workplace. Employment decisions are based on qualifications, skills, performance and merit.
- **A safe and healthy workplace.** We provide safe, clean and healthy working conditions, appropriate access to water, sanitation and hygiene, and prohibit violence and intimidation in the workplace.
- **Fair pay and reasonable hours.** We offer wages and benefits that are competitive for our industry and consistent with local labor markets and laws, and we ensure working hours comply with applicable regulations.
- **Freedom of association.** We respect employees' rights to join, form, or decline to join a labor union without fear of reprisal, and to bargain collectively where applicable.
- **Privacy.** We protect the personal information our employees entrust to us and handle it responsibly and in line with applicable laws.

Our Supply Chain

We expect the workers across our supply chain to be treated fairly and ethically, and we set clear expectations for every supplier with whom we maintain a commercial relationship through our Supplier Code of Conduct. Those expectations include:

- **No forced or child labor.** We maintain zero tolerance for forced, bonded, indentured or prison labor and human trafficking, and we prohibit unlawful child labor. Workers retain freedom of movement, the right to terminate employment, and freedom from worker-paid recruitment fees and document retention.
- **Fair wages and reasonable working hours,** with timely, transparent pay and adequate rest.
- **Freedom of association and collective bargaining,** consistent with local law.
- **Non-discrimination and protection from harassment,** with specific attention to vulnerable groups, including women, migrant workers and other at-risk populations.
- **Safe and healthy working conditions,** including the right to refuse unsafe work without retaliation.

We expect our suppliers to maintain ongoing human rights due diligence processes in their own operations and supply chains, to provide accessible grievance channels, and to promptly report to Herbalife any violations or serious concerns, including allegations of forced labor, child labor, or other significant human rights incidents. Suppliers are expected to cooperate with us fully to investigate and remediate issues when they arise.

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V. Our Independent Distributor Community

Our Independent Distributors are independent businesspeople, not employees — and our respect for human rights extends to them as well. We are committed to offering a fair, transparent and dignified business opportunity. This means:

- A business opportunity free from discrimination and harassment
- Honest, accurate and non-misleading representation of the Herbalife business opportunity
- Compliance with all applicable laws and regulations, including human rights, labor, employment, and health and safety laws, as well as Herbalife Rules in every market where they conduct their Herbalife business, and must not encourage others to violate them. Access to our reporting channels to raise concerns in good faith, without retaliation

VI. Governance, Due Diligence and Raising Concerns

Respecting human rights is an ongoing responsibility, not a one-time statement. Our Sustainability Committee of the Board provides oversight, and we seek to identify, prevent and address adverse human rights impacts connected to our operations and value chain, consistent with our policies, risk-management processes and applicable legal requirements. We encourage anyone (employees, contractors, Independent Distributors, customers, suppliers, or members of the public) to report any concern or suspected violation of this statement, our Code of Conduct, our policies or the law. Concerns can be raised through the Herbalife IntegrityLine, available online at <https://secure.ethicspoint.com/domain/media/en/gui/90298/index.html> and by phone (country-specific numbers provided online at <https://secure.ethicspoint.com/domain/media/en/gui/90298/phone.html>), 24 hours a day, seven days a week. Reports may be made anonymously where permitted by law. We do not tolerate retaliation of any kind against anyone who raises a concern in good faith or participates in an investigation. We are committed to investigating concerns fairly and, where appropriate, taking action to address confirmed violations and adverse impacts.

VII. Our Continued Commitment

Respecting human rights is central to who we are and how we do business. We will continue to strengthen our practices, listen to the people our business touches, and hold ourselves and our partners to these standards as our Company grows.